

New Law Threatens 50% Pension Cut

TDU ACTS TO STOP PENSION RIP-OFF

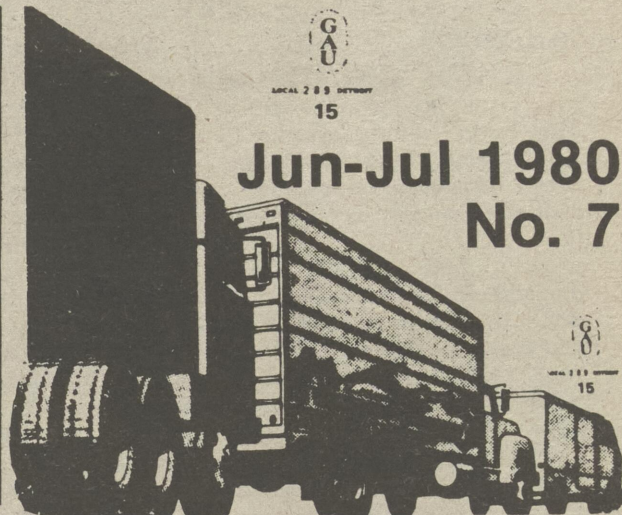
"Congress is on the verge of passing a bill that would require companies and unions with tottering pension plans to renege on certain key benefit promises. . . . A truck driver drawing benefits of \$525 a month could find his pension slashed to about \$260 a month."

—Sylvia Porter, nationally syndicated economic columnist

FOR WHAT YOU CAN DO TO STOP THE PENSION RIP-OFF, SEE PAGE 3

CONVOY DISPATCH

Voice of the Teamster Rank and File Since 1975



Jun-Jul 1980
No. 7

Teamsters for a Democratic Union

P.O. Box 10128, Detroit, MI 48210 Phone (313) 842-2600



Is This Man Worth \$300,000?
**TDU Exposes IBT
Officers' Salaries**
(see p. 6-7)

LETTERS

Abuse of Roadway Drivers Must Stop!

Dear TDU,

This is in concern of the drivers at Roadway express. This letter is long overdue. I kept hoping things would get better. However, things have... continued to get worse every day.

On August 15, 1979 I was dispatched from Kernersville, N.C. to Charlottesville, Va. and from Charlottesville, Virg. back to Kernersville, N.C. I made it back as far as Lynchburg Virginia. I got so sleepy that I just could not make it any further. So I stopped on the side of the road. I slept for one hour and thirty minutes. A Driver Supervisor P.N. Pechstein sent me a "Warning letter" for sleeping on the side of the highway. I asked Mr. Pechstein what he wanted a person to do in a case like that when they get so sleepy they cannot make it any further. He told me to drive the truck until I went to sleep and wrecked it.

There is no truck driver that has a "Home life." He belongs to Roadway instead of his family. We never know how long we're going to be in before

we are called to go to work. We don't know where we'll go when we are called to work or whether we will get back or not.

On many occasions there has been me and lots of other truck drivers that have sat on the highway all night long with no food, no coffee or anything to drink due to the snow and ice on the highway. We're not able to move and we don't get a penny for it. If the highway is blocked they will pay us, but if anything else can move, then we sit there for nothing.

Follow those drivers and see how they run those trucks and watch them when they eat, they cannot sit down and eat and enjoy it the way a person should do. They take their food like a pill and get on the road because they are afraid if they take time to eat they will get a letter for delaying freight. After three letters for delaying freight they are fired.

Then look at the driver when he gets on the other end and see how long he is in the motel, follow the drivers back and look at them when they get in Kernersville and not just on one

trip or one run but a half a dozen trips on all of the runs. You have drivers at Roadway Express, and I am one of them, that are 50 years old and look 65 years old. And because they are under so much pressure. They are so nervous they can't stand it. It's making them age fast, making their hair turn grey, making their hair come out.

I am not writing this letter because I am brave, but because I am not brave at all. I am afraid for myself and I am also afraid for the other drivers. I am afraid to let it go any longer.

Sincerely,
George Curtis Evans
Local 391
Kernersville, N.C.

What Contract?

Dear TDU,

In 1966 I signed a marriage contract with my wife and it's still binding today. When I was a youngster I saw my dad buy a new truck with a handshake, or a phone call. When I started buying my own equipment, a contract was signed with my bank. When my wife and I purchased our home, we signed a contract with the Veterans Administration.

Quoting Mr. Fitz back in 1979 after a 30 some day strike and another 3 weeks of shut downs, he said we had won the best contracts ever!

The contract states that we are due the scheduled rate increases and that the equipment of the owner operator should be paid 46% of the gross Revenue. But Jones/Lancer as well as other union carriers are now paying 43% for equipment or 72% of the gross. This is the main reason I parked my truck for nearly 2 months last year. Ryder and Ohio Fast Freight, both union carriers, have cut rates up to 52c a hundred from Pa. to Chicago.

All this is in direct conflict with our contract. For What It's Worth??

Thanks for the good fight.

Jack Winters
Local 800
Manheim, Pa.

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Attention: Stewards

Dear TDU,

I am writing regarding the actions of stewards reported in two articles of the May issue of Convoy Dispatch ("Warehouse Contract Swindle" and "Productivity Fight at Indy Roadway"). In both cases, the stewards were faced by union officials who would not represent the rank and file and in both cases the stewards resigned. In my opinion, this is a big mistake.

As an elected steward myself I can sympathize with these men's frustrations. But I feel that an elected steward is the biggest asset the rank and file has. I feel that one of the main

jobs that a steward has, along with protecting our contract, is exposing our union officials who fail to protect our contract.

I would like to say to all stewards, and especially elected stewards, that they are responsible to the rank and file that elects them. That responsibility includes standing up to union officials and do everything in their power to protect the contract and the rights of the rank and file they represent.

Rich Marcum
Steward, Local 299
Central Cartage
Detroit, Michigan.

WHO WE ARE

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers—every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 22-member International Steering Committee was elected in November 1979 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our Rank & File Bill of Rights then how about joining us?

TDU STEERING COMMITTEE

Co-Chairs:
Doug Allan, Local 208
Pete Camarata, Local 299
Frank Greco, Local 478
Ted Katsaros, Local 282

Organizer:
Ken Paff, Local 407

Trustees:
Eileen Janadia, (Local 337)
Gary Kuhn, Local 20
Ray Kuszelewski, Local 938
Pleasant Stephens, Local 710

Bilal Chaka, Local 692
Denise Gellespie, Local 676
John Gomez, Local 70
Clyde Johnson, Local 528
Marv Kaylor, Local 70
Gary LaFlame, Local 332
Lincoln Merrill, Local 391
Mel Packer, Local 800
Paul Poulos, Local 390
Bill Slater, Local 468
Bill Steinberg, Local 390
Hugh Thompson, Local 600
John Torbet, Local 468

RANK AND FILE BILL OF RIGHTS

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



It's T-Shirt Weather!

TDU Emblem Shirt (left) \$4.00

- ☐ Gold with red & blue emblem _S _M _L _XL _XXL*
☐ Navy with red & yellow emblem _S _M _L _XL _XXL*

Cause Worth Truckin For (middle)

- ☐ Women's scooped neck, as shown _S _M _L \$4.50
☐ Men's regular T-shirt _S _M _L _XL _XXL* \$4.00
_gold _green _blue _red _black _brown

TDU Pennant Design (not shown; design on right but on regular T-shirt)

- ☐ Men's regular T-shirt _S _M _L _XL _XXL* \$4.00
_gold _green _blue _red _black _brown

Tank Top with Pennant Design (right) \$4.00

- ☐ Men's only _S _M _L _XL
white with red & blue trim

★ ★ ★ ★ ★

*XXL sometimes available. We'll refund money if not available.

Please indicate 1st and 2nd choice of color. Check one:

- ☐ If color selected is not available, please substitute another.
☐ Do not substitute another color. Please refund my money.

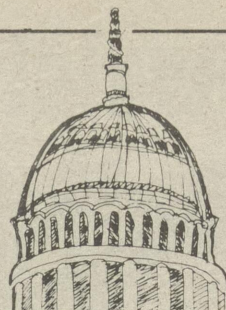
Name _____ Date _____

Address _____ Amt. Enclosed \$ _____

City _____ State _____ Zip _____



NEWS FROM THE WASHINGTON OFFICE



The Washington office of TDU—formerly PROD's national office—is the rank and file's voice in the capital. Litigation, designing new legislation, reforming safety regulations concerning all aspects of working conditions and truck design—we're working for you. We have a Professional Drivers Council of TDU to help. But we need your input.

PROD/TDU
Room 612 — 2000 P St., NW
Washington, D.C. 20036
(202)-785-3707

TDU Moves to Stop 50% Pension Cut

Four TDU activists from New Jersey took time off from work and drove all night to be able to spend June 9th in Washington lobbying against a proposed law that could cut your pension benefits in half. Numerous TDU chapters around the country, including Buffalo, Chicago, Kansas City, and Texas sent telegrams to their Senators trying to get the bill changed before it's too late.

The proposed law, the Multi-employer Pension Plan Amendments Act, would require pension plans that get into a financial crisis to drastically cut the pensions they pay to retirees. For example, if the Central States pension fund gets into

financial trouble, which is entirely possible given its continued mismanagement, 20 year benefits could be cut under this bill from \$525 per month to \$340 per month.

TDU's delegation to Congress included national co-chair Frank Greco, Local 478, TDU members Pete Vitrano, Local 641, Reggie Miller, Local 707, and Richard Van Romer, Local 282, and TDU's Washington lawyer, Michael Goldberg.

The TDU delegation hand delivered a letter detailing TDU's position on the bill to the offices of the 20 Senators on the Senate Finance Committee. In addition, the delegation met with the legislative assistants of about a dozen of these senators.

Adequate Insurance Needed

Part of the bill deals with the federal pension insurance fund set up in 1974 to partially guarantee the pensions of workers whose pension plans go bankrupt. TDU's position is that the premiums all pension plans have to pay into this federal insurance fund should be raised, so when a pension plan fails, the insurance fund would be big enough to fully guarantee pension benefits without cutbacks.

The proposed law would set premiums at only \$2.60 per



LOBBYING TO SAVE OUR PENSIONS. These rank and filers went to Washington in June to lobby against the 50% pension law. From Left to Right, Reggie Miller, Local 707; Richard Van Romer, Local 282; Pete Vitrano, Local 641; and Frank Greco, Local 478

covered employee per year, starting several years from now. Various pension experts believe that if premiums were raised to \$5.00 of \$10.00 per employee per year starting right away, the insurance fund would be big enough so no pension cutbacks would be necessary.

Unfortunately, the IBT says it opposes increased premiums for the insurance fund. They say our pension plans are so sound they will never need the

help of the federal insurance fund to pay out benefits. TDU only wishes that were true, but finds it hard to believe. And deregulation will only make matters worse, with company bankruptcies sure to follow.

As Frank Greco told one senate aide, "my employer pays \$1.41 into my pension fund for every straight time hour I work. That's \$56.00 per week. Do you mean to tell me that out of all that money, They can't find \$5 or \$10 per year to pay the

insurance fund? We've worked hard all our lives for these pensions, and we don't want to become parasites on our families or the rest of society when we retire."

TO FIGHT THE 50% PENSION LAW, write to: Senator Lloyd Bensten, Chairman, Pension Sub-committee, Senate Finance Committee, U.S. Senate, Washington D.C.

Companies Must Reveal Your Health Records

On Tuesday, May 20, the Federal government ruled that all health records kept on file by your employer must be open to inspection by you.

The ruling, by the Occupational Safety and Health Administration (OSHA) goes into effect on August 21. You will be able to examine and copy all records concerning exposure to toxic materials and personal medical records. You can also designate someone else—such as a doctor—to look at the material.

This new rule will make it easier for workers to determine if health problems were caused by exposure to toxic materials. Under OSHA rules, records of worker exposure must be kept for 2 dozen chemicals regulated by that agency. Now workers will be able to examine these records within 15 days after he or she asks for them. The only information an employer can withhold is data on an illness which is terminal or a mental disorder. This information would be turned over to a third party selected by the worker, who would then decide whether or not to show it to the worker.

DEREGULATION ABOUT TO PASS

Within a matter of weeks, possibly by the time you read this article, deregulation of the trucking industry will be enacted by Congress. The House Public Workers Committee finished work on the bill on May 22. The entire House is expected to vote on the bill later this month. The Senate has already passed its deregulation bill on April 15.

The IBT has reportedly thrown its support to the House version of deregulation. Now our officials will undoubtedly claim that its last minute support of deregulation was necessary to avoid a stronger bill. But the big question is why didn't the IBT do a better job stopping deregulation all along?

In this month's *International Teamster* magazine, the IBT once more rehashed its one point strategy against deregulation: write your congressman. Writing your congressman is fine. But it doesn't have the



Local 557 Teamsters rally against deregulation. TDUers played a big part in organizing this rank and file activity.

same effect of ten thousand, or even a hundred thousand Teamsters rallying in Washington.

"I guess letters couldn't embarrass anyone, since you can merely trash can them..." said Herman Myers Sr., TDU activist in Local 557, Baltimore Md., and organizer of a local demonstration against deregulation. "You just can't ignore a large

convoy of trucks and a crowd of rank and file Teamsters so easily."

TDU Proposals Gathered Rank and File Support

In Cleveland Ohio Local 407, Baltimore Md. Local 557, Scranton Pa. Local 229, and Davenport Ia. Local 371, TDU activists presented, and often passed, resolutions calling for national or regional demonstra-

tions against deregulation. In every case, IBT officials side-tracked, delayed, or undermined those proposals, even when supported by a majority at the union meeting. When Baltimore Local 557 actually did hold a rally the International Union itself, reportedly through special assistant to Fitzsimmons, Walter Shea, sent the word down that such a demonstration would be 'embarrassing'.

Excuses for inaction just won't wash. Our officials can't blame membership apathy. They can't say that the 'dissidents' only criticize—and make no constructive proposals. They can't say that the members didn't care. In Local after local, TDU put forward constructive proposals on how to fight deregulation. And our officials—who long ago forgot how to fight—just rolled over and played dead.

Roadway Newsletter Started in Buffalo

Roadway mechanics, drivers, and dockmen have been holding regular barn meetings since February in an effort to beat back the company's productivity and harassment campaign. Progress has been slow but steady.

In June a leadership committee, modeled after a local union, was elected. A grievance review committee was also formed. In addition, plans were laid for a "fired fund" to cut down management's power to intimidate workers with large

financial losses through unfair discipline.

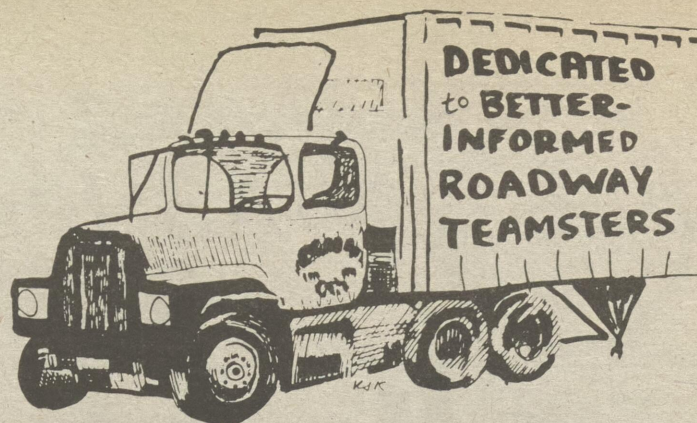
Most significant, the Buffalo Roadway Teamsters have produced a rank and file newsletter called the "Big R Bullsheet." It was put out by a six-member committee—all of whom signed the first issue. It was edited and coordinated by rank and filers who had never put out a newsletter before.

The newsletter is being sent out to other Roadway terminals for distribution. Communication throughout the system is of

the utmost importance, and has been picking up recently between terminals such as Akron, Cincy, Indianapolis, Tannersville, Buffalo, Harrisburg, and Hagerstown.

The next meeting of the Buffalo Roadway barn will be on Sunday, July 20, at 2pm, at Plant 6, 2179 Niagara St., Buffalo, N.Y.

If you are a Roadway Teamster and want to get a copy of the **Big R Bullsheet** contact TDU and we will arrange for it to be sent to you.



A Long Fight at Roadway Fumes in the Cab

BY
Leavern Pate
Local 667
Memphis, Tn

As a direct result of Roadway Express' failure to properly maintain and repair "doghouses" several drivers have received injuries due to inhalation of fumes.

In August of 1977, a complaint was filed with the U.S. Department of Transportation. A follow up inspection was made on June 14, 1978 at the Roadway Express ready line in Memphis, Tennessee. The D.O.T. inspector stated in his report that the investigation revealed that doghouses on the company's 47,000 Whites and 67,000 series of U-Model Macks were very poorly designed. The doghouses allow air to be blown into the driver's compartment around the sides and rear of the structure.

Approximately 1,100 units of these series are still in service in Roadway's fleet. No corrections or modifications have been made on these units.

There are approximately 1,600 of the Road Boss II's manufactured by White Motor Company in service in Roadway's fleet. In these units the fresh air and heater vents are under the hoods of these trucks. Oil and exhaust fumes are drawn off the engine into the cab due to inadequate maintenance on oil leaks and exhaust leaks.

On January 15 and December 5, 1979, I required medical attention after inhaling chemical odors and exhaust and oil fumes. The chemical odors were caused by a silicon sealer used by Roadway in an "attempt" to seal the doghouse. I was placed under oxygen for three hours at the hospital in Euless, Texas.

The silicon sealer, which is manufactured by General Electric, was used in place of using the proper bolts and rubber gaskets to secure and seal the doghouse.

A grievance on the use of this silicon was filed with the Southern Multi-State Grievance Committee in May 1979 and was settled, with Roadway agreeing to discontinue the use of the silicon sealer in the cabs of the trucks.

Even though management personnel at Roadway Express is aware of the effects of the sealer, it is still being used at the Dallas, Texas shop.

Drivers Demand a Change

On July 11, 1979, I filed another grievance. The purpose of the grievance was to get the company to replace all doghouse bolts and properly seal the doghouses. However, this grievance was settled with Pete Webb, Labor Relations Representative of Roadway Express before the grievance went to committee. Mr. Webb stated that all doghouse bolts would be replaced and that they would be sealed at the Roadway Express shops.

But the company is still failing to abide by that decision. Mechanics were instructed to put smaller bolts in the doghouses and at times the bolt heads were cut off and stuck in the holes and taped to make it appear that the bolts had been replaced. Roadway's reason for this type of repair was that it was too time consuming to remove and replace all bolts properly as they had come from the factory.

These inadequate repairs also caused a black film to form on the windows and windshield inside the cab due to the oil and exhaust fumes. This grime can be wiped from the windows and windshields with a paper towel.

Roadway has been made aware of the fact that these fumes cause drowsiness, headaches, dizziness, and nausea not to mention the pulmonary problems that the drivers suffer.

Roadway is more concerned with productivity than with the health and safety of their drivers.



SAFE EQUIPMENT? This Roadway rig broke in two when it hit a dip in Interstate 70 near Washington Pa. The trailer was loaded with powdered aluminum. The driver was not hurt.

VCR Provided the Proof Driver Beats Firing in La.

Tommy Brice of Local 568, Shreveport, has worked for Roadway for 18 years. He has a one million, two hundred thousand and mile safe driving record. And on May 6, 1980 he was fired. But today he is back on the job with a \$1,574 back pay award.

On May 6, however, things didn't look so good. On that day Supervisor Don Kirk accused Tommy of willfully tearing up the clutch of city and road combination tractor #10100. Eight hours after getting off work he was called and told that he was fired.

But facts were on Tommy's

side, and this time, justice prevailed. The clutch in question was proven to have been



Tommy Brice, Local 568

defective before Tommy stepped into the cab of the truck. Tommy could prove this because the VCR filled out by the previous driver indicated the problem with the clutch. And Tommy had written it up as well.

Armed with this evidence Tommy's BA was able to win back his job with full back pay at the grievance committee in Biloxi, Mississippi. PROD/TDU fought for over 6 years to win the right for a driver to inspect the VCR written up by the previous driver. That right was crucial to winning justice for Tommy Brice.

TOLEDO McLEAN CAUGHT IN RUNAROUND

On March 27 three combination dock men filed grievances with Local 20, Toledo against McLean. They were all being forced onto the Wednesday through Sunday shift despite the fact that there were junior men working through the preferable Tuesday through

Saturday shifts. While flexible work weeks are bad enough, these men had believed that at least the seniority system had entitled them to having one day a week with their families.

But McLean said no dice. Although two of the men had bid the Tuesday afternoon shift

and the third had bid Wednesday nights, McLean claimed that it could bump them all to the Wednesday through Sunday afternoon shift because the junior men were not "qualified" as combination dock/city workers. They claimed a "verbal" agreement let them get away

with this runaround.

The grievance deadlocked in Toledo on April 22, was postponed in Columbus in May and is due to be heard there at the state panel in July. So far Local 20 has done its job and not swallowed the "verbal" agreement baloney. The rank and file

is watching to see if they continue to follow through on Columbus in this transparent attack on the seniority system. Once the company can claim 'verbal' agreements undercutting seniority in bids in this case, it will use this hocus focus to eliminate it altogether in future bidding.

JAC OK's Sweetheart at Central

On Wednesday, June 11, the Joint Area Committee of the Central Conference approved the use of road drivers (paid mileage) to do pick up and delivery of straight loads in the city.

Possible result: The elimination of the city straight load board jobs throughout the midwest.

The immediate beneficiary of this sweetheart is Central Transport. On the union side, the deal was devised by Andy Suckart for the Ohio Conference and Robert Barnette (Sec. Tres. of Local 406, Grand Rapids). It was approved by the top official of the Central Conference of Teamsters. In addition, they approved a 'special commodities' list which would enable Central to haul almost any item of general freight under the substandard special commodities contract.

TDU Organizes Rank and File Opposition

The officials can not plead ignorance of what they did. Their

decision was reached only after rank and file Teamsters at Central traveled to Chicago to argue against this sellout. The rank and filers, organized through TDU, presented impressive evidence to Central Conference Officials, including Jack Yager (Special Assistant to Roy Williams) and Rolland McMaster, Central Conference Organizer.

Despite conclusive proof to the contrary, the officials tried to justify this sellout by stating that 'Central Cartage' (the city operation) and 'Central Transport' (the road operation) were two separate companies. Therefore they reasoned, 'Central Cartage' (city drivers) have no claim on work done by Central Transport—even if it is a city pick up!

Rank and File Demand Strike Sanction

Meanwhile, the New Buffalo contract situation remains unsettled. Rolland McMaster reportedly sent a letter to Central assuring the company that the



SCENE OF THE CRIME. While rank and filers tried to present their case, our union officials approved one of the biggest sellouts in freight on record at the Chicago JAC meeting in June.

employees of the Central affiliate in New Buffalo, Quad States Leasing Co., had already accepted the substandard special commodities contract. But on Sunday, June 1, the rank and file had a little surprise in store for McMaster—they voted down his proposed contract 15-0 and voted to strike, 14-1.

The International, refused to grant strike sanction. The Quad States men turned out in force in Chicago at the JAC, joining the rank and file delegation from the rest of the Central system, to pressure Jack Yager, for sanction. But while promises of 'investigation' and 'personal' intervention were made

—no action was taken.

In one of the worst sellouts at Central, outgoing 299 BA's Burge and Davis signed a 120 day 'temporary' agreement on the partial closing of the Detroit 6-Mile terminal. Only 4 dockmen at the facility will be able to exercise their seniority and move to the booming Romulus terminal, 18 miles down the road.

The change of administration in Local 299 offers some hope that this issue when it is heard at the state grievance panel. In the meantime, the one consolation of the dockmen is that BA's Burge and Davis will probably be joining them on the unemployment line on July 1.

Western Conference Giveaways

On May 28th, 40 California Carriers including Delta and System 99 met with representatives from the major freight locals in the state. On the agenda was a string of company proposals to cut conditions which Western Conference Teamsters have fought to protect over the years. The company proposals include: Relief from sick leave, relief from the 81c raise received by Teamsters under the NMFA on April 1, relief from retrofitting on air conditioning. In addition they wanted to eliminate certain favorable provisions of the Joint Council 7 supplement including the 8 am. starting time and the ban on 4 hour (casual) part timers. At present there is an 8 hour guarantee for all workers.

As **Convoy Dispatch** goes to press the union's position is unclear. They have rejected outright the request for relief from the 81c, but they did take the other requests "under advisement". Rank and file Teamsters in the Western Conference should be putting the pressure on their local officials asking them to make sure the Western Conference doesn't cave in. And TDU will be watching to see which way the Western Conference officials go on these proposed take aways.

Pension Fund Lawsuit Threatens Benefit Cutback

by
Michael Goldberg
General Counsel, TDU

The trustees of the New England Teamsters Pension Fund have filed a lawsuit that could result in smaller pensions, or no pensions at all, for thousands of Teamsters in New England. The case could also establish a precedent endangering the pensions of other Teamsters all over the country.

The trustees goals: to deny Teamsters pension credits for periods when their employers fail to make the required contributions.

According to the trustees, the New England fund is owed about \$2 million in unpaid contributions from employers. The fund covers 61,000 Teamsters from 33 locals working for over 3000 different employers.

When an employer fails to make its contribution into the pension fund it is violating the Teamster contract. It is the job of both the Teamster local involved and the Pension Fund itself to try to collect these contributions. Collection methods include grievance procedures, lawsuits, and sometimes the right to strike.

The pension fund trustees say there are legitimate reasons why all the money owed the fund cannot be collected. The employer may already be bankrupt, or it may be in such poor financial condition that collecting the pension contribu-

tion could push it into bankruptcy.

There are other reasons, however, why all contributions are not collected. Reasons the trustees don't like to talk about. It is all too easy for corrupt officials, at the local level or above, to look the other way when employers fail to make their contributions into the fund. Especially if the officials involved get a piece of the action.

Frank Fitzsimmons, Roy Williams, and other top IBT officers, want to see grievances filed against sweetheart deals.

But they don't want the members to file them. They want the companies to do the job instead!

The National Negotiating Committee for the Master Freight Agreement has submitted a proposed contract alteration to the employers. It is an amendment to Article 8, Section 1, of the NMFA. It begins as follows: "Any employer who believes that any rider, practice, arrangement, agreement, variance, or alleged violation of the NMFA...will materially affect such employer adversely, may file a grievance with the National Grievance Committee."

So far the companies aren't

For example, Joseph Uzzolino, President of Local 478, N.J., was convicted this June of conspiring to not collect contributions for the Local's pension and health and welfare funds.

If the trustees win their lawsuit the pension fund would be allowed to completely write off Teamsters whose employers failed to make the required contributions, even though the

worker involved was completely blameless and may not even have known that the contributions were not being made. Moreover, Teamster officials would have even less incentive to see that employers made their contributions, and would have greater freedom to make illegal sweetheart deals with delinquent employers. After all, the pension fund's books would look perfectly balanced

Fitz, Williams Ask Companies to Police Sweetheart Deals

going along. Too many of them have deals they don't want to give up. But TDU has learned that negotiations are being held on this proposal and it may yet be hammered out.

The big question for Teamsters, however, is this: Since every rider and side-agreement that exists was signed by officials of our union, and all of them are accountable to the National Committee, why doesn't the union police its own house?

The answer is that our officials are too busy signing sweetheart deals to have time to police them. For example:

The 8 cities sellout, signed by Pennsylvania officers, and providing for 6 Month Casuals. TDUers have filed charges against the officials who signed this deal.

Sweetheart at Central, letting road men do city work (at less than \$75 for a 12 hour day!). TDUers have organized throughout Central's system against these deals.

The "CEMA" (Cartage Employers Management Association) deal signed by Jack Yager, Special Assistant to Roy Williams, who heads the entire Freight Divisions of the IBT, allowing 90 day casuals within certain Central States companies.

Special Commodities and Truckload Divisions, known in the West as "Anderson's Gypos".

Will it work?

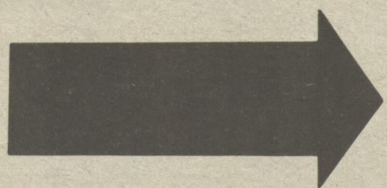
The composition of the proposed National Rider Review Committee, which will handle the companies grievances against sweethearts, shows

and it could be years before the Teamsters affected retired and discovered they'd been robbed. By then the officials who sold them out may also have retired on their own 'separate' and secure officers pensions.

TDU's lawyers are monitoring this case closely and will consider intervening in the suit if the situation calls for such action.

that this scheme is doomed from the start. The union has proposed that a 'neutral' chairman, chosen by the employers and the union, have the decisive vote. You can bet this person will not have been a truck driver or dockworker.

Worse-it is a step backwards, an even worse procedure than what we have now. Right now, our union has the legal, contractually protected, right to strike any carrier once the National Grievance Committee panel deadlocks. But instead of using our union's power, the officials dream up more and more ways to give it away. Instead of the right to strike they want a 'neutral' chairman. And instead of policing our contracts themselves they want the foxes to guard the chicken coops.



WHERE YOUR DUES DO

THE TOP OF THE HEAP

Name	Local Union	City	Number Of Jobs	Total
Frank Fitzsimmons ¹	299	Detroit & Washington	2	\$296,853
Donald Peters	743	Chicago	2	245,590
Jackie Presser ²	507	Cleveland	6	231,676
William D. Joyce	710	Chicago	2	228,881
Roy Lee Williams	41	Kansas City	7	174,008
Joseph Kelahan	710	Chicago	1	173,422
William Presser ²	507	Cleveland	3	163,821
Louis Peick	705	Chicago	4	157,168
M.E. "Andy" Anderson	986	Burlingame, Calif.	4	156,828
Joseph Morgan	769	Hallandale, Fla.	5	155,838
Harold Friedman ³	507	Cleveland	2	145,308
Arnie Weinmeister ²	117	Seattle	5	144,731
Robert Holmes ²	337	Detroit	5	138,661
Ray Schoessling	744	Chicago	2	138,893
Bernard Adelstein ⁴	813 & 1034	New York	3	137,146
James E. Coli ²	727	Chicago	2	121,271
Frank Matula ²	396	Los Angeles	2	120,859
Joseph Bernstein	781	Chicago	2	118,659
Edward Lawson ⁵	213	Vancouver, B.C.	3	118,065
Weldon Mathis ²	728	Atlanta	4	113,336
Joseph Trerotola	803	New York	6	109,405
Vincent Trerotola	803	New York	4	109,183
Salvatore Provenzano ²	560	Union City, N.J.	5	106,847
Rocco DePerno ²	182	Utica, N.Y.	4	103,751
Jesse Carr ²	959	Anchorage, Alaska	2	100,266
Rudi Tham	856	San Francisco	3	98,323
William McCarthy ²	25	Boston	5	86,005
John Cleveland ²	730	Washington	5	79,193
John Felice Jr. ²	293	Cleveland	4	76,193

¹ Includes \$124,589 for legal fees to defend Fitz against PROD charges of corruption and sweetheart agreements.

² Based in part on 1978 reports.

³ Also President of Bakers and Confectioners Local 19: \$231,025.

⁴ Also got paid for pension trusteeships: \$9,670 not included in above total.

⁵ Incomplete.



Ed Lawson: International Vice President. Director of the Canadian Conference. Pres. of Local 213. 1979 compensation: \$118,065.

"Local union meetings? What are those?" That's what best summarizes the attitude of "Senator" Ed Lawson, who has not attended a meeting of Local 213 since Nov. 1977. (He also has the worst attendance record of anyone in the Senate).

Lawson is notorious among the rank and file for endorsing wage guidelines of 4% while raising his own salary well above that figure. He is also infamous for having signed the 1977 National Pipeline Agreement before the members had an opportunity to vote on it. He is the highest paid labor official in Canada—but owes his allegiance and most of his salaries to one man in Washington.



Roy Williams: International Vice President. Director Central Conference. President, Local 41, Kansas City. 1979 compensation: \$174,008.

Williams' mammoth salary comes from his vast web of positions centered in the Central Conference. Williams has been indicted on occasion for such things as embezzling union funds, but his associates have been convicted while he got off. When his friend Floyd Hayes decided to turn states evidence, he was murdered in 1964, with no arrest ever made. A 1971 Labor Department internal report states that Williams was "under the complete domination of Nick Civella," the reported head of the syndicate in Kansas City. Williams appointed Civella's nephew to be "Health and Safety Director" for the Central Conference.

No real union man or woman has funds to be strong. To have a strong members.

At the same time, no union treasurer for personal enrichment.

Yet personal enrichment, too high in our union. This year a six figures. In most International money.

Our jobs, wages, and conditions are doing fine. Even management. How can a person salary, luxury cars, jet planes, and multiple pensions, how can problems of the working Team fight on our behalf? They can't.

What They Do For Their

MEMBERS OF THE \$100,000 CLUB CONVICTED OF FELONIES

While a list of the IBT officials convicted of criminal activities to the detriment of the rank and file could go on for page after page, it is notable how several of the top paid IBT officials have been involved with Criminal convictions.

William Presser (\$173,422) was convicted in 1971 of taking payoffs from employers.

Rudy Tham (just shy of the

Officers' "V"

TDU research reveals that IBT officers, in addition to helping themselves to lavish multiple salaries, also enjoy multiple pensions. While the complete picture may never be known, it is clear that several IBT officers are planning on collecting at least six pensions when they retire. Included in this select club are Jackie Presser and Harold Friedman of Cleveland and Bernard Adelstein of Chicago.

Other top Teamsters are hardly candidates for poverty upon retirement, with eligibility for at least five pensions or four pensions hardly uncommon. William Presser, Donald Peters, Bobby Holmes, Frank Fitzsimmons, Louis Peick, Ray Schoessling, and Salvatore Provenzano are all in this bracket.

How much does it all add up to? Take an "average" top Teamster. One of the men on our chart who makes more than \$150,000 per year (there are 10). Assume they are employed by the union for about 30 years and retire at about age 60. Then, taking only the two most common officers pension plans into account—the "Family Protection" Plan and the "Affiliates Plan"—such an officer would be able to draw \$180,000 per year. (\$30,000 from the Affiliates Plan; \$150,000 from the "Family Protection" plan.) If we can assume that this "average" officer receives more than two pensions, then his total could easily go

DOLLAR GOES

or woman should object to paying dues. Our union needs have a strike fund, to operate our halls, and to organize new no union officer should have the right to bleed our union enrichment. ment, to the point of becoming millionaires, is at an all time is year a *record* number of Teamster officials made salaries in international unions, *no officer* is allowed to make this kind of

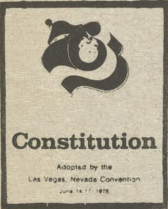
d conditions are under attack. But our officers' wages and ine. Even better than fine; they live like, and think like, top an a person who gets a giant planes, unlimited expenses, vast how can such a person feel the ing Teamsters? How can they They cannot.

They Do eir Money

HE \$100,000 mark at \$98,323) was convicted this Spring of embezzling the members' funds while entertaining mob-tied figures. Anthony "Tony Pro" Provenzano (family income from IBT payroll: \$297,778). His murder conviction was just reinstated by New York's highest court on May 29. George Snyder (\$185,000), former secretary-treasurer of Local 806, Hempstead, Long Island. Snyder was convicted in May for embezzling over \$1.4 million from the Local's pension and health and welfare funds. His excuse: he was only taking an "advance" on money he would receive some day anyway!

s' "Blue Chip" Pensions

BT of over \$200,000 per year. And while these same officers have turned the members' pensions to the mob as a source of cheap and easily defrauded loans, their own pensions are invested in only blue chip stocks and bonds. There is no chance *their* funds won't be solvent when its time to collect that little \$200,000 per year nest egg.

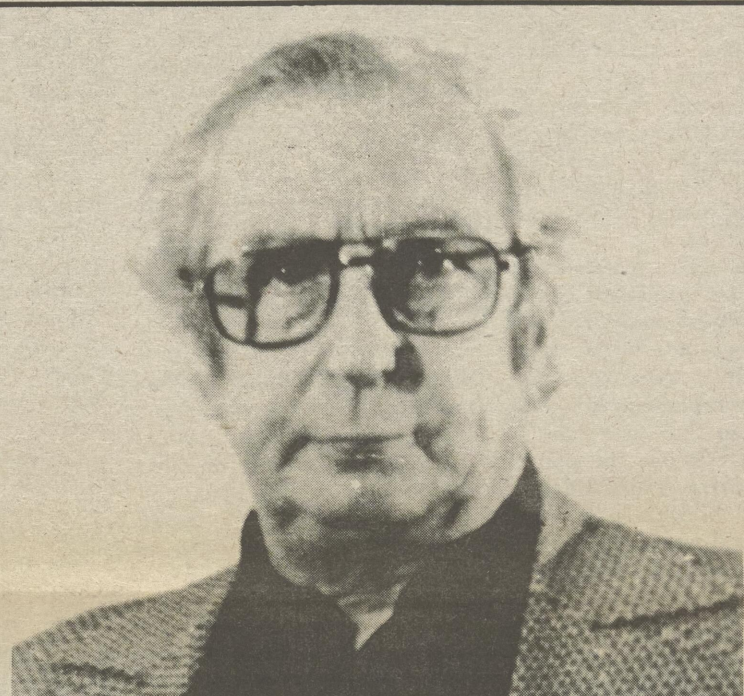


CHANGE IT!

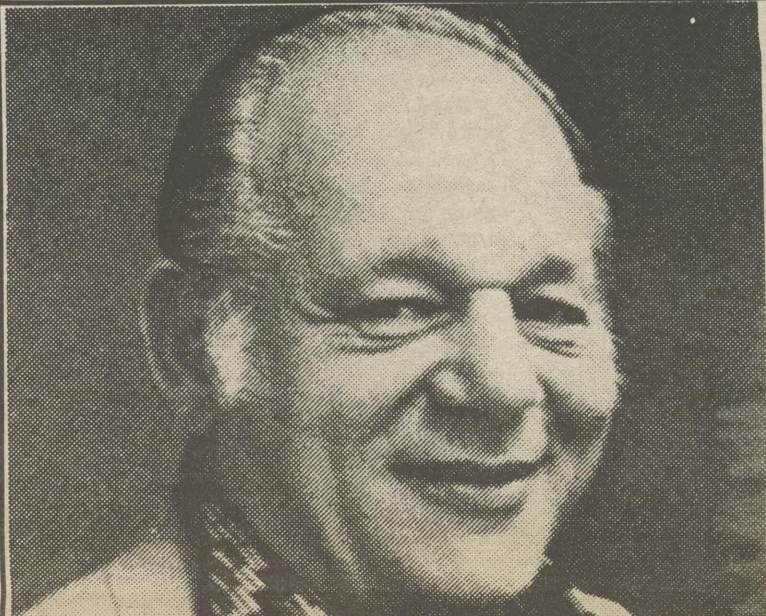
by **Doug Allan**

What We Can Do!

TDU believes that no officer should be making more per year than the highest salary paid to members working in the Industry. Can It Be Changed? The answer is yes. But it will not be easy. Article III, Section 9(a) of the IBT Constitution states, in part: "Thirty days prior to each convention, Local Unions, Local Union officers, members in good standing, or General officers, shall have the right to send to the General President proposed amendments or additions to the Constitution, or resolutions which shall be submitted to the Constitution Committee when it meets." What would happen to the amendments that you or I might



Robert Holmes, Sr.: International Vice President, Pres., Local 337. 1979 compensation: \$138,661. Holmes gets four separate pensions. Local 337 members who worked 40 years at Kroger's Detroit bakery got none. He presided over the rip-off of all Central States pensions until the government forced his resignation as trustee. Under his leadership, Teamsters in the grocery industry have been hit with mileage pay, productivity quotas, and substandard new hire wages.



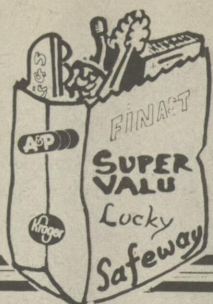
Jackie Presser: International Vice President, Vice President of the Ohio Conference and Joint Council 41, Sec-Treas. of Local 507, Cleveland. 1979 compensation: at least \$231,676 (based in part on lower 1978 reports). His giant salary is only the tip of the iceberg. He is a millionaire who has never worked a day in his life in any Teamster industry. He inherited the "family business" (our union) from his father, who was convicted of labor extortion and destroying union records. Jackie also defaulted on a million dollar pension fund loan, but later was appointed a Fund trustee. Presser makes much of his money in business deals, such as being a partner with an officer of Leaseway, one of the largest trucking companies in the U.S.



RANK AND FILE CONTROL OF SALARIES. That's what TDU demanded at the IBT Convention back in 76. We need it now more than ever!

Corruption Starts At Home

Teamster	Relative	Total
Bernard Adelstein	Alan (son)	\$72,838
	Martin (son)	79,916
Joseph Bernstein	Joseph (son)	112,876
	Robert (son)	101,005
Rocco DePerno	Rocco A. (son)	23,119
John Felice Jr.	John Sr. (father)	35,273
Frank Fitzsimmons	Richard Francis (son)	79,174
	Donald (son)	57,947
Harold Friedman	Patricia Allen	16,200
		53,000
Robert Holmes	Robert (son)	63,255
Weldon Mathis	Wilbur (brother)	36,956
Donald Peters	Harry (brother)	69,447
Salvatore Provenzano	Anthony (brother)	51,952
	Josephine (niece)	41,674
	Nuncio (brother)	54,093
	T. Reynolds (brother-in-law)	43,212
Ray Schoessling	James (son)	48,604
Rudy Tham	Evelyn	25,418
Joseph Trerotola	Vincent	101,183



the grocery bag

The Productivity Spiral in Detroit

Productivity drives are hitting more and more Teamsters in the grocery industry. What may look like an individual company's drive for more productivity (and profits) may be part of an overall "productivity spiral" in a highly competitive area. While there are few winners in this game, there are many losers.

The productivity spiral may soon be hitting you. Right now, Teamsters in Detroit's grocery industry are getting caught up in this spiral as their companies try not to get lost in the profits race. But what hits Detroit today may hit the grocery industry nationwide tomorrow.

New Push at #1

Bormans, the largest chain in the area, has already made one attempt at slipping in productivity standards for transfers (see article on this page). Now the company is trying another route: issuing warning letters for alleged low productivity. TDU member Jerry Bliss, a steward at Bormans, is encouraging members to file grievances on these notices, but the union has yet to issue a statement declaring these warning letters to be meaningless.

To many at the company this new productivity push may seem like an isolated case. It is

not. On top of Bormans' general drive for profits, they are responding to the increasing competition in an already competitive market.

One of Bormans' leading competitors has been Chatham Foods. Productivity has been Chatham's middle name for years. They require their warehouse workers to keep up the incredible pace of pulling 200 cases per hour—and Chatham forces its new hires to sign a statement agreeing to this!

But the notion that "if you work hard you'll save your job" is being contradicted by recent developments at Chatham. Despite the high productivity levels, the company is reported to be sliding closer to the brink.

Effects of Allied's Concessions

Perhaps more than any other company, it is the Allied chain

which is fueling the new productivity spiral in Detroit. Allied filed for bankruptcy ("Chapter 11") in 1978 and won major concessions on wages and fringe benefits from the Teamsters and other unions. These concessions were voted on by the affected members at Allied, but now their effects are being felt throughout the area. Allied is now back in the black ink, but what has happened to its employees and others?

Allied has tried to make the most of its lowered labor costs by grinding up its workforce, or at least the workforce that it is working. Allied has kept as many of its employees laid off as possible so that when their recall rights run out the company will be free to hire off the street. Meanwhile, a much smaller workforce is being worked to its physical limit.



4 of 7 Negotiators in TDU

Big Gains Made at Louisville A&P

A contract between Louisville Local 89 and Rentar (A&P) was overwhelmingly approved by the affected members on May 25. The contract, which came about 9 months after TDU started organizing in the area, contains many gains for the rank and file.

Among the biggest contract gains were the guarantee of severance pay if A&P shuts down; all runs will be paid on an hourly basis; and, with some restrictions, drivers who turn down runs will keep their weekly guarantee—a protection of seniority rights. This last point was the biggest stickler in negotiations.

Contract Provisions

In addition to a \$3 hourly increase over the life of the contract (though no COL), as well as pension improvements

and other benefits, the contract contained the following gains:

- the right to strike if the company does not abide by a grievance decision or arbitrator's ruling within 30 days;
- no overtime if anyone is laid off;
- a 5 member rank and file panel to review and speed up unresolved grievances;
- an agreement that shaker clocks will not be used for disciplinary purposes;
- a 10 hour rest period between runs; if a driver is called in before the 10 hours, 2 hours will be paid at time and a half;
- only the bottom 2 men (instead of 5 drivers and 2 dockmen) will not have the 44 hour guarantee ("floaters").

TDU on Committee

Of the seven members on the negotiating committee, a major-

ity belong to TDU. The negotiators felt like they came away with a good contract and acknowledged they had received good representation from BA Kenny Howell and President Marion Winstead.

"They worked with us real good this time," according to TDU member and negotiator Herman Sharp. "Makes you wonder why," he added with a grin. Many believe TDU's presence had an important effect on the negotiations.

Enforcement Needed

The real test of a contract is its enforcement. With a very much improved contract in hand, these Local 89 look forward to seeing these improvements put into full effect. And TDU will keep on growing in the Louisville area to see that the job gets done.

Rank & File Pressure Wins Back Jobs

"It was the circulation of that article that made the difference."

That's what one TDU member at Borman Foods in Detroit said about the recent reinstatement of 2 men as order selectors at the company. Both men had been demoted after Bormans tried to institute an arbitrary "piece count" as a qualification for transfers.

An article in the last Convoy

Predictably, the effects of the concessions at Allied are being felt throughout the grocery industry in the Detroit area. At Grosse Pointe Foods, for example, over half the workforce is laid off, a direct result of competition from Allied. Other chains use the Allied example at every conceivable turn as an excuse for their own speed-up plans.

What Can We Do?

Each of these companies has its own particular problems and its own strategy. But productivity drives and lack of unity help no one in the long run. Bormans, the largest chain, drives its employees hard to stay in the lead. There's no let

Dispatch told the story, and the rank and file at Bormans responded by putting enough pressure on BA Lloyd Williams to win these grievances.

There is no doubt that it was membership pressure and TDU that made the difference. The job isn't finished yet, as the accompanying article spells out. But this victory shows that you can win if you can turn up the heat on the Union. And that's what TDU is all about.

up at number 1. Increasing productivity at Chatham may be next to impossible, given its already high level. It is certain not to be the cure-all for Chatham's problems. Allied, granted contract concessions to stay afloat, has cost jobs and tested conditions everywhere while its members are either overworked or laid off.

If our union is going to keep up with the changes in the grocery industry it must make clear a policy of establishing a reasonable work pace to keep the maximum number of union members employed. By doing this, and keeping a united policy, we could avoid the threat of working ourselves to death and cutting each others throats at the same time.

Buffalo TDU Compares Grocery Contracts

Members of the Western New York Chapter of TDU are preparing a grocery contract comparison, focusing on 6 contracts between Teamster locals and major grocery distributors.

All the contracts in the study are now in effect. While the Chapter's immediate use of the comparison will be to prepare for the S. M. Flickinger contract coming up in August, it is hoped that the pamphlet will be useful to TDU members and rank and file grocery workers around the country.

Education about conditions in the grocery industry is very important because conditions vary so much throughout the country. Unlike some other Teamster jurisdictions, there is no master contract in grocery.

Items covered in the comparison include pay, benefits, employee Rights, Pension & Health Plans, and more.

The Chapter hopes to complete the comparison by early July. Contact the TDU Office in Detroit for prices and copies.

When does your TDU Membership expire?



It tells on the mailing label in the top right corner. Here's an example:

1000001535 EXP DEC. 1981
KEITH GALLAGHER
BOX 550C RD NO 2
E STROUDSBURG, PA 18301

Note the date and send in your membership money in the business reply envelope enclosed with your renewal notice.

For further information, write or call TDU.



Unions from all over Illinois marched to support passage of the ERA in their state. Why won't Teamsters show their support and refuse to hold the International Convention in Nevada, an unratified state.

On Strike Against Poverty Line Contract

On May 1st, about 150 employees at Jeanette Hospital went on strike. They presently earn around \$4.20 an hour. After 21 years of work they would receive only \$84 a month pension. They are largely women and are the sole support of their families or self supporting. And they are Teamsters-members of Local 30 since 1977.

The Teamsters at Jeanette Hospital are representatives of tens of thousands of Teamsters around the country who work under near poverty line contracts and receive drastically inferior benefits. Their demands, which they backed up with a 128 person unanimous strike vote, include a 2 year contract paying 75c the first year, 40c the second year, and a COLA. They also want free

parking, as they now must pay \$18 a month out of their meager wages for parking privileges. In addition they want to be able to bid on shifts. Presently they either rotate shifts or management assigns a steady shift. Finally, they want sickness and accident benefits which they don't now have.

In return management offered a 3 year contract with 63/40/40 and no COLA (which means that they would earn around \$5.43 in 1983!) and no other improvements.

Despite management stonewalling, spirits remain high on the picket line around the 210 bed hospital. The hospital is being run by non-union RN's LPN's and volunteers. So far the employees are very satisfied with the representation they're receiving from BA Gino Menigheni of Local 30. They have also received support from other Teamsters and the community. Pittsburgh TDU has encouraged everyone in the area to stop down at the picket line with some moral support and contributions.

the Local 331 meeting. The issue of Harmon's right to be steward was raised and it was demanded that he be reinstated.

The result: The Executive Board ruled that Harmon was to be reinstated immediately. "Rank and file power" said the chapter newsletter "This is what the rank and file can do when we turn out in great numbers and demand our rights."

This isn't the only victory for the new chapter. Due to rank and file activity including filing charges with the NLRB, the Local president Terry "Tiny" Dugan, was pressured into writing to Bill Harmon Chair man of the chapter, promising that "Local Union No. 371 will not in any way interfere with any of your legal activities on behalf of TDU." TDUs quickly distributed this letter throughout the Local, making all members aware of their rights to fight for a democratic union that is responsive to the needs of the rank and file. For more information on how to get in touch with the Quad Cities chapter, call 323-3963.



Bill Harmon, Steward, Local 371

Quad Cities TDU Wins Fight To Save Elected Steward

On April 23, Bill Harmon, elected steward at Blook Co., Davenport, Iowa, was told by BA Pat Kelley that he would no longer be allowed to serve as steward. Bill, a TDU activist in Davenport, didn't just take it—and neither did the Quad Cities TDU chapter. They fought back and won.

On May 12, after much publicity put out by the TDU chapter, over 150 turned up at

Will IBT Scab or Support ERA?

Next year's Convention of the Teamsters Union is now scheduled for Las Vegas, Nevada. The rest of the Labor Movement is backing a boycott of Nevada and all other states that have not ratified the Equal Rights Amendment. This decision to hold the convention in Nevada threatens to further isolate our Union from allies we need in our fight against the effects of deregulation and other anti-Union attacks.

The boycott has been organized and supported by Womens Rights and Labor groups, including the AFL-CIO, the Coalition of Labor Union Women (CLUW), the National Organization of Women (NOW), the Miners, Autoworkers, Steelworkers and Communications Workers Unions.

The boycott was started by womens' organizations that saw the need to apply more real pressure in response to groups trying to defeat the ERA. They specifically asked that organizations not hold their national conventions in unratified states. Some—such as the AFL-CIO—switched convention sites at the last minute.

The Teamsters have recognized, in words, that support for the ERA benefits not only women, but all union members. On April 26, at the Illinois

Labor Conference for the ERA, Ray Schoessling, General Secretary Treasurer of the Teamsters, stated emphatically that he could think of "no better qualified group that the American Labor Movement to help put ERA over the top." Doug Fraser, head of the Autoworkers, pointed out that it is no accident that the majority of non-ratified states are "Right to Work" states—like Nevada.

Teamsters cannot afford a "go it alone" strategy which ignores the rest of the Labor Movement. In dealing with multi-national corporations, right to work forces, deregulation, etc. we will be much stronger in alliance with other forces. Our Union Officials went to bat against deregulation relying on the ATA and corrupt politicians instead of the Labor Movement. We all lost because of it.

The Coalition of Labor Union Women recently endorsed our Union's boycott of PPG products, because of that companies refusal to bargain in the South. The International Executive Board of the Teamsters should vote to change the site of next years convention to a state that has ratified the Equal Rights Amendment and does not have a right to work law.

Rank & File Gear Up to Take Back California Local 137

Teamsters from over 20 shops in this sprawling Northern California general local gathered in Redding in May to oppose the Frank Wood regime.

They overcame years of fear tactics, including armed threats,

punitive firings, and a recent attempt by Secretary Treasurer Wood to portray the TDU as an "SLA" type terrorist organization.

The meeting was a success beyond the wildest imagination of its organizers. A 17 member Steering Committee from 12 shops was selected to organize the new chapter. Its first act was to elect long time Teamster Ollie Weldon to chair it. George Scarabellow was elected as treasurer.

No one is underestimating the difficulty of the task that lies ahead for the resurgent members of Local 137. Frank Wood Jr. has shown no inclination to see the error of his ways. But the TDU is up to the challenge. As rank and file leader, Ken McCaulley put it:

"The members of Local 137 are looking forward to putting Mr. Wood in the unemployment line like he did so many others."

The Redding TDUs have set up several working committees in their chapter to follow through. One of them is the "organizing committee" which has set up meetings in Marysville, Chico, and Eureka with the goal of establishing TDU chapters there. From a focal point of fear, Redding has become the spearhead of TDU in Northern California.



Redding TDU builds unity in Local 137

FIGHT FOR DEMOCRACY IN PUERTO RICO LOCAL 901

On Monday, May 19, 50 Teamsters from Local 901 in Puerto Rico filed suit in federal court to win their democratic right to an elected steward.

Efrain Maceira, an outspoken and active steward, was removed by the union Secretary

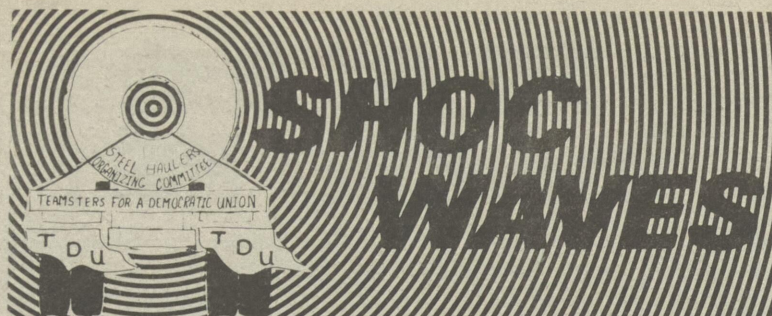
Treasurer from his position as chief steward for some 600 hotel workers. But Maceira and the rank and file are fighting back.

On July 11, a hearing will be held in federal district court in San Juan, with TDU attorney

Ellis Boal representing Maceira and the rank and file members.

Maceira was elected by secret ballot by the members in 1979 and afterward filed numerous grievances. He personally produced and distributed copies of the local

bylaws, which previously had been kept secret by the local administration. Since that time the local has refused to follow a Stewards Council mandate to translate the bylaws into Spanish.



Helms Astro Demands 3% Off Drivers' Check

Helms Astro is the newest addition to those companies demanding 72% leases. But there's a new twist. While most companies are forcing 10% trailer leases on owner-operators, Astro is asking for a 'voluntary' 3% cut off the drivers checks.

A cover letter, sent out by Astro, with all new leases, starts out by saying, "We enclose a form for your signature, authorizing a reduction of your drivers wages of 3% as proposed by you at a recent meeting. Your participation is based on your individual decision and is on a completely voluntary basis."

The form referred to is obviously designed to protect Astro from grievances and NLRB charges by reading: "By signing my name to this form I hereby voluntarily agree to accept a reduction in drivers pay of 3% effective on all loads moved on or after June 1, 1980.

At the same time Astro attacked owner operators covered by the NMFA. They escalated the battle to new heights by also demanding that the 65 fleet drivers based in Pittsburgh sign away 3% of their 26% paycheck. V.R. Turner, Astro Vice President, met with 35 of those drivers in Warrendale, Pa., on June 7. While insisting that the proposal was voluntary, Turner

bluntly stated that if the fleet drivers did not give up the 3% "We will close the Pittsburgh terminal."

But the drivers didn't buy it. One angrily stated, "We've already taken a 12% cut due to rate cutting. My family can't afford any more cuts." Many drivers hooted "Go ahead and close it. I'd rather go on unemployment than take any more cuts." The proposal was turned down unanimously.

Angelo Fonzi, Interstate Systems biggest fleet operator, has taken over the interplant work including steelhauling at US Steel Homestead Works. Local 800 BA Red Wallace apparently negotiated a sweetheart deal before work even began. The deal provides for Mill Transports [MTI], Fonzi's new company, benefiting from rates and conditions significantly substandard to other Local 800 companies doing the same work.

MTI drivers will average a little under \$5 an hour with no pension, no COLA, only 3 paid holidays, and a 42 month contract. The "Agreement" has angered many Local 800 members and obviously leaves the door open for MTI to pick up more of the work in the future

ICC Fuel Surcharge Change?

The Interstate Commerce Commission (ICC) recently concluded a series of public meetings to determine owner operator reaction to several possible changes in the current fuel surcharge

Several problems have led to the possibility of a change. One is that a straight percentage surcharge reproduces all the inequities of freight rates that vary widely by type of commodity in the fuel payback, while fuel costs are the same per mile for cheap freight as for high rated loads. Another problem is the way that the surcharge, now up to 13.5% has been matched by overall rate cuts in steelhaul approaching 10% or 12%. A third problem is the income cuts to percentage drivers on company equipment who do not

benefit from a fuel payback due to these rate cuts. Finally, the surcharge cannot directly benefit exempt haulers, a vocal group of owner operators. The ICC proposed 4 options:

A) Switch to mileage based surcharge.

B) Same as "A" but with a gradual phase out as deregulation advances.

C) Partly phase out the percentage surcharge by replacing part of it with an ICC directed base rate increase.

D) Modify ICC lease rules to establish some type of fuel payback separately from the basic revenue split in their standard lease.

As described above, all of these changes would either give the companies a cut of the

surcharge, or else weaken the owner operator's position by making the surcharge even more complicated and less uniform, thus opening more room for company manipulation.

The ICC is apparently planning to rule in about 6 weeks from **Convoy Dispatch** press-time. They are awaiting further comment and the outcome of the deregulation bill.

TDU owner operators, especially those in SHOC, while not denying the real problems of the current system, believe that any change that weakens the owner operator will mean an end to the owner opweROE. an end to the owner operator. SHOC members are discussing the issue and welcome your comments.

SHOC Shorts

at the expense of other Local 800 members....

After Local 800 was thrown into trusteeship last year, former president Bob Todd (who requested trusteeship) was fired as an officer but retained as a full time BA.

But on May 5 Todd was fired as a BA by International Trustee Ron Dietrich, reportedly for failure to perform his duties. It is ironic that he was fired for some of the same reasons for which members had demanded his resignation. Presumably Todd may soon be forced on the road, driving the truck he illegally owned while President of Local 800.

McNicholas drivers in Gary, Indiana, have negotiated a barn level agreement to have the

rates of their major runs posted at the terminals... McNicholas drivers in Cleveland finally got a look recently at info on how their 50c per week charity deduction is spent—but the company is taking a hard line on making the deduction voluntary....

Artim shorthaulers in East Chicago, Indiana, researched their case and handed in a 60 page grievance against being taken out from under the Central States Steel Rider (See last issue of **Convoy Dispatch**). No response from the union yet....

Lee Cartage drivers in Canton, Ohio, report that upon the return of Local 92 head Bob Cassidy and Company reps from early June meetings in Chicago, the rates were cut yet

again. The new level is less than that of 3 years ago....

Bellknap Trucking, a non-union company in Canton, Ohio, slashed rates recently. They have been resisting unionization. Last month their terminal burned to the ground....

The bellweather Chicago to Detroit rates have been fluctuating from 77c to 85c, well below the March Relief Committee approved level of 89c.

Company abuse of the 8 week benefit bank, and the Central States Health and Welfare, continues. One Local 142 steward advises checking on company contributions on every week to catch non-payments. He also suggests filing for vacations when laid off to keep the bank going for as long as possible.

TDU Organizing

El Paso TDU Forms

TDU is off on a running in El Paso. Organizing meetings on June 7 and 8 drew 80 Teamsters and by the time the meetings were over a majority were TDU.

The Local 941 officers had no reason to applaud. They showed their fear of TDU when they and their relatives showed up briefly for the Saturday meeting and they stood outside the second meeting with libelous flyers. When TDU Organizer Ken Paff asked if the Teamsters present wanted to charter a chapter the second meeting broke into applause.

"The TDU movement is what we need," said Joe Stoball, retired member and former Secretary Treasurer in El Paso Local 941. "We have to start in our own Local to change the union. It's the Local officers that go to the IBT Convention, and the one's we have in Local 941 will vote for Fitzsimmons."

The members present responded to TDU with full support. The primary topic discussed was representation—the lack of it. One Mexican-American driver read a letter from the Vice-President, apologizing to the company for having filed a grievance that contained the word "discrimination."

Another topic was how to safeguard a democratic and fair election this fall. Paff pledged aid and advice in this fight. He told the meeting "I know you can win the election, if that is what you chose to do. But remember, you must have an active TDU chapter after the election too, to keep the rank and file momentum going and keep your officers working for the members."

A steering committee was formed with drivers from several barns represented including Roadway (Carlos Velarde and C.B. Burkholder) and United Transports (Noe Chico). For more information



El Paso Welcomes TDU Organizer, Ken Paff

on how to get in touch with El Paso TDU call 915-592-4859.

Milwaukee TDU

On Saturday, May 17, the Milwaukee TDU chapter met and laid plans for future growth. Central Cartage Steward Rich Marcum (Local 299 Detroit) came to Milwaukee to discuss how the Detroit Chapter had worked to build up its strength. **Convoy Dispatch** editor, Rob Fram outlined how the chapter could work together to use their local newsletter to

build their network of contacts in freight, carhaul, tankhaul, and construction.

West Virginia TDU

W.Va. TDU took a step forward when their June 7th meeting drew participation from all parts of the state. Local 175, is spread out over W.Va. and includes cities such as Parkersburg, Charleston, and Beckley. The chapter has developed support in all those areas and is building a founda-

tion for future projects including a bylaws reform campaign. As **Convoy Dispatch** editor Rob Fram told the meeting "One of the things that TDU can do is bring together Teamsters from all over the state, build unity of the rank and file to overcome the divisions which have kept the members weak in the past."

Cincinnati TDU

Cincinnati TDU met on Sunday, June 8 to build the rank and file organization that is needed to bring democracy and good representation to Local 100. The rank and file members made it clear that such an organization is badly needed. The officers of the Local have felt free to defy the will of the membership and ordered that the vote in this Fall's election will be by mail ballot. Cincinnati TDU pledged its full support to a petition drive to reverse this move.

Why No TRA for Teamsters?

All Teamsters are suffering from the deepening recession. Those of us connected with the auto industry have been especially hard hit.

In Detroit Local 299 only 1,100 out of 2,800 carhaulers are working. In Flint Local 332 only some 300 out of 1,000. Even at ports and import railheads, carhaulers are unemployed.

Carhaulers can't help comparing their situation with UAW autoworkers. Most autoworkers enjoy Supplemental Unemployment Benefits (SUB) paying up to 90% of their regular wages and their health and welfare. In the 1979 contract negotiations TDU organized rank & file carhaulers tried hard for SUB but the International never seriously bargained for it. No wonder a clear majority of carhaulers once again voted the contract down.

Alongside SUB most laid off autoworkers have qualified for Trade Readjustment Assistance (TRA) from federal funds. TRA

"Model" Bylaws Defeated

For two years Sec-Treas. Buster Bevacqua and Vice-Pres. Bob Seligman have tried to change the bylaws of Local 224 in Los Angeles. Reform was not their goal. Rather Bevacqua and Seligman wanted to impose a version of the so-called "model" bylaws drawn up by the International. These changes would shift even more power away from the rank and file into the hands of the officers and the International.

Local 224 members were not deceived. When the changes finally came to a vote at the specially called May general membership meeting, Fitz's "model" bylaws were voted down overwhelmingly: yes 3, no 68. Several rank & file spokesmen from the floor, pointing out that Teamsters need more democracy, not less.

Copies of the International "model" bylaws, and TDU's suggestions for democratic bylaws reform are available from the TDU office.

Meetings

B.C./Yukon TDU
Thursday, July 3, 7:30 PM
Coach House Motor Hotel
North Vancouver

North Carolina TDU
Wednesday, June 25, 8:30 AM
The Eleven Unlimited Club
Highway 770 West, Eden, N.C.

Quad Cities TDU Picnic
Sunday, July 13, 12 Noon
6627 52nd St., Milan, Ill.
Free hamburgers, hot dogs, and beer. For info: 319-386-7674

So. Cal. TDU
Sunday, July 13, 12 noon.
1324 E. 166th St. Cerritos
Cerritos Park East

generally doubles regular unemployment benefits for up to a year.

Attempts have been made by carhaulers in Detroit, Lordsburg, and other cities to get TRA benefits. But no one has tried harder than the carhaulers of Local 332, Flint, Michigan.

Local 332 filed in February with the U.S. department of Labor for TRA for laid off carhaul employees. In May they received a denial of eligibility which read: "They may be certified only if their separation was caused by a reduced demand for their services from a parent company, a firm otherwise related to the companies by ownership, or a firm related by control." In plain language, carhaulers working for Complete, Boutell, and Automobile Carriers, don't qualify because they don't work directly for General Motors.

Local 332 immediately filed an appeal. If GM truckdrivers hauling parts into and between the plants are eligible, so surely are carhaulers hauling the finished product out. On Tuesday, June 10, Local 332 learned their appeal had been denied.

Local 332 is not giving up. As **Convoy Dispatch** goes to press, Recording Secretary and BA Ron Rousseau is leading a delegation of laid off Flint carhaulers and spouses to Washington, D.C. to lobby any official who will listen to change the rules and allow TRA for Teamster truck drivers put out of work by imports. One point will be to argue for passage of HR 1543 (the Vanick Bill) which would enable us to receive TRA monies as a supplement to unemployment compensation.

We hope the Flint delegation will make some headway on this. Local 332 has certainly been more determined and vigorous than anyone else in seeking TRA. In striking contrast to other Teamster locals, not to speak of the International, Flint has organized rank & file for this struggle.

Unfortunately the prospects for success in Washington are bleak. In contrast to the UAW, the IBT has no real clout with either Congress or the Labor

Dept. For years the International leadership has had to spend its energy and resources in defending itself against government charges of corruption and malfeasance. It's hard to lobby effectively under this cloud.

Companies Won't Quit on Drive for Giveaways

The companies continue to use the recession to evade and erode the contract. They were turned down on their request to forgo the June 1 COLA increase at the January and April National Committee meetings. But they came right back and asked for it again at a special (and very nearly secret) meeting in Southfield Michigan in June. Again, the committee ruled against the across-the-board giveaway, but left the door open for terminal-by-terminal "relief."



Management has asked for relief on COLA payments at a number of terminals including Complete at Willow Run and Flint, Boutell and M&G in Detroit. Complete in Flint even rented the Union Hall to give its sob story. A rank and file committee was formed and since told the company, "no relief."

It's true that business is way down and several outfits are operating in the red. But no one seriously believes that Ryder System (M&G, Complete, and JATCO) or the multimillionaire Boutell brothers are about to go broke. The companies profited wildly in the good years since the last recession. But real carhaul wages (adjusted for inflation) have been falling for three years. These companies will soon be highly profitable again. Any relief they get now will never be made up to their employees. Some of it—like the new half-rate deals on traffic formerly hauled full rate by Car Carriers and Clark—will still be taking money out of drivers' pockets when the recession is long over.

One general gift to the companies by the National Committee is especially irritating, though not surprising. In the air-conditioned comfort of their plush resort hotel in Scottsdale Arizona, the union went along with the companies plan to **forget about putting air-conditioning on pre-1978 trucks**. Now if those fat cats had to actually deliver cars to Scottsdale....

Final note: We never give up... and neither do they. June 10 was the 4th anniversary of the lawsuit to get their jobs back by the Flint carhaulers who were fired in the wildcats over the 1976 contract sellout. The often postponed case still waits for a trial date. On the other hand, the Flint carhaul companies are appealing to the US Supreme Court the case they have lost three times, suing the wildcaters for lost revenue.

Save the date.
Save some bucks for...



Be There!!

The Ford Shuffle

As expected, **Dealers Transport**, Ford's carriers in Kentucky, Tenn., and Mississippi has gone belly up. Once again the pitifully weak job security and seniority protection clauses of our contract are causing misery and confusion to hundreds of carhaulers and their families.

E&L Transport has picked up the northbound traffic from the Louisville car plant and has sent 10 men from Lorain Ohio to cover the business. To avoid any obligation to ex-Dealers employees, E&L is keeping hands off Dealers assets.

The southbound car traffic from the plant and at Dealers railheads in Memphis, etc. goes to **Motor Convoy**. Eight Convoy drivers from Nashville have gone to the new Louisville terminal. The company says some of traffic now railed to

Nashville will go directly on trucks from the plant. High seniority drivers at Motor Convoy's Winston-Salem railhead are skeptical. Out of work due to Motor Convoy's loss of that railhead to **NuCar**, they want first pick at Louisville. Winston Convoy steward, C.N. Sexton was not allowed to represent his men at the special June National Committee meeting which ruled on all this.

Motor Convoy has also taken over the Louisville truck plant business. But here only ex-Dealers drivers are being hired. The company claims this business has no effect on the rest of their system and they have no obligation under the "additional help" clause to put their laid off drivers to work. This mess is further complicated by mindboggling cross conference seniority claims.



Hidden electronic surveillance equipment ('bugs') were found at 2 UPS locations in Shrewsbury, Mass. and were confiscated by police. Drivers are often present in both locations. The bugs were detected by a yard man who heard transmissions from the feeder shack come over a police band radio operated by a security guard. UPS claims no knowledge of the bugs. It might be true. In the past they've shown no interest in listening to their employees at all.

There is talk that UPS intends to pay the summer replacement drivers 70% rate the entire summer. Their excuse is that the contract specifies that the first pay increase comes when a driver achieves seniority—something which summer casuals won't do.

Air Conditioning was to be installed by May 1, 1980. In several places this hasn't been done. Drivers at Mt. Pleasant Michigan have filed a group

grievance.

Redding California UPS workers suffer from sub-standard conditions such as no route bidding, drivers being told to sort their trucks before start time and before punching in, parttimers not being given preference for full time work. The result: they are flocking to TDU to fight to take Local 137 back for the rank and file control. One third of their barn of 30 showed up to large TDU meeting in May to make plans in dealing with a local that seems to never win a grievance against the company.

Moving?

Notify us of your new address or you will not receive your monthly **Convoy Dispatch**. The paper is sent third class bulk mail and will not be forwarded to you.

Use the membership application form in any issue of the paper to notify us and write on top of the form—**CHANGE OF ADDRESS**.

Teamster reform slate wins Local 299 election

By SUSAN BROWN and RALPH ORR
Free Press Staff Writers

A reform candidate for president edged incumbent Robert Lins by 394 votes Friday in a government-supervised election of officers for the violence-plagued Teamster Local 299.

Peter Karagozian, 55, a truck driver who head-

ed the Concerned Teamsters slate and who had the support of the dissident Teamsters for a Democratic Union (TDU), polled 3,705 votes to 3,311 for Lins. Three of Karagozian's supporters swept into office with him, giving the rebel team control of the local's seven-member executive board.

The rank and file victory in Detroit Local 299 resulted from years of organizing in Local 299. In the fall of 1977 the International's favored "Lins Team" won an election that was later overturned because of employer contributions to their campaign. In that 1977 election the TDU candidate for Vice President, Pete Camarata, drew over 1800 votes (25%) and two TDU candidates for Trustee drew 700 and 400.

But in the 1980 Government supervised rerun the TDU vote for Vice President and Recording Secretary increased to 2800 votes (44%) and would have been a majority except for the 50% layoffs in carhaul and a confusing ballot layout which was protested by TDU but allowed by the Labor Dept. (see accompanying article).

Fortunately for the rank and file, Local 299 activists did not merely protest the election and wait for the outcome. They continued their rank and file organizing on local and national contract struggles, bylaws reform, and grievance committee re-writes of the contract.

It took three years of persistent organizing to put the bylaws proposal for guaranteed rank and file election of stewards over the required 2/3 vote. Even after the victory, the Lins Team often stalled on giving stewards elections.

While the proposal to elect Business Agents did not get 2/3's, the bylaws campaigns did make this an issue. The Con-

cerned Teamsters program featured "Election of BAs by their respective crafts every 3 years" as the Number 1 item. President-elect Karagozian has promised immediate implementation of this reform.

On the contract front, the TDU and the Majority Contract Coalition highlighted the deterioration of the freight contract on special commodities, casuals, production standards, and road drivers rights. In Detroit the TDU and Concerned Teamsters combined to continually point out the lack of action on these questions by the Lins Administration.

In the carhaul craft the Carhauleders Contract Committee nationally made a series of constructive proposals for revisions of the contract. Sentiment for these changes was overwhelming in Local 299. But in the end the Local 299 officers sided with Fitzsimmons to ram the contract through with a minority vote. While the impact of the carhaul vote was decreased due to massive layoffs, this organizing undoubtedly led to the election defeat of Trustee and Carhaul BA, Wilson Holsinger, who had been a strong Lins Team Candidate in the 1977 election.

On countless other fronts—from high handed BA's in Local Contract negotiations, to grievances, to Local Union inaction on Central Transport's evasion of the contract—organizing by TDU and other activists has kept the heat on the issues and

given the membership a clear, day to day alternative.

Summing up the results, Jim Carothers TDU's candidate for Recording Secretary, said "They don't give us much choice. We need a good union more than ever before. For a first time candidate, I was very appreciative of the votes I received and the results certainly make me feel like a lot of work has paid off and that we have begun to make the changes needed to return control of this union to the members."

DETROIT FREE PRESS
MAY 31, 1980

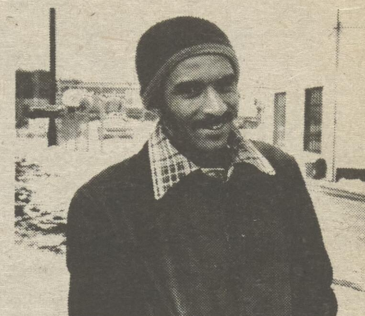
SUIT WINS \$170,000 Beats Discrimination

On May 7, a jury verdict awarded Mack Williams, a black yard worker at Pressure Vessel Service in Detroit, and Clarence Cole, a white steward who stood up for him, a combined total of \$170,000 for harassment and racial discrimination.

Williams, one of the first black workers hired at the company in 1971, was originally assigned to dig ditches. After five years he reached the middle of the seniority list. But he was still the lowest paid man at the company. The company president regularly used racist terms such as "nigger."

The company tried to fire him in 1974 on trumped up charges. But his job was saved after Cole intervened. A month later Cole was fired for allegedly leading a wildcat strike.

In 1975 TDU attorneys Ellis Boal and Ron Reosti filed the



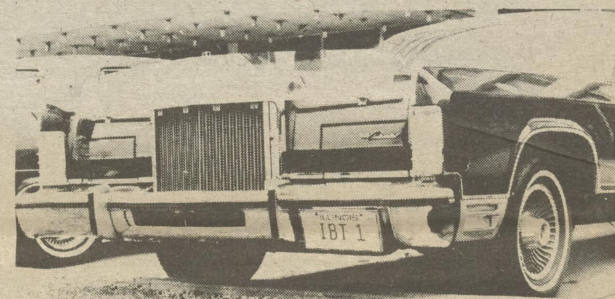
Mack Williams

suit that led to last month's victory.

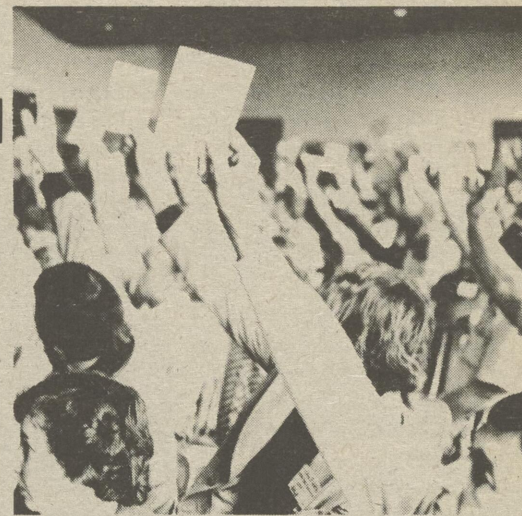
The jury verdict in favor of Williams and Cole is being appealed by the company. But Williams is undaunted. "I was offered three times the money I won in court. But I turned it down because the company was out to get my job. I am now satisfied because the company was shown to be discriminating against me and the other black guys."

How Much Should Fitz Make?

☐ \$300,000,
as he does now.



☐ A salary limited
by Rank and File control.
I want to Join TDU and join
the movement for rank
and file control of our
officers salaries.



"Tremendous Victory, Exciting Challenge"

Defeating the International's chosen candidates in Fitzsimmons home Local is a tremendous victory for the rank and file everywhere—especially when you consider that the huge layoffs in all jurisdictions (over 50% in carhaul)—made our job much tougher.

Even though Jim Carothers and I know that the ballot layout by slate instead of by position cost us the election for Vice President and Recording Secretary, we won't be protesting the election. The void ballots for our slots—caused largely by this ballot confusion—would have put us over the top. But we feel Pete Karagozian's election to President is a big step forward for the Local and we have no wish to challenge the outcome.

Now TDU, all Local 299 members, and our new officers face the exciting challenge of making this a strong, democratic Local—one that represents the members and uses the power of the rank and file instead of fearing it. The old leadership weakened the Local by highhanded and undemocratic methods. This cut them off from the only real source of power a Local Officer can depend on—the informed participation of the members. For years we tried to tell them. But they sided with Fitzsimmons instead of the members. They learned the hard way.

—Pete Camarata, Local 299

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone _____ Company _____

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐
Production ☐ Other _____

- ☐ \$15 basic membership fee—for one year's membership and subscription to **Convoy Dispatch**
- ☐ \$25 membership fee for all Teamsters who can afford it. (\$5 of this will go to the local chapter)
- ☐ \$10 for spouses and retirees, and Teamsters who gross less than \$10,000 a year
- ☐ I want to distribute **Convoy Dispatch**. Prices per issue are: ☐ 100-\$7 ☐ 50-\$5 ☐ 20-\$3 ☐ 10-\$2
- ☐ I want to help build TDU by signing up members or helping organize a meeting. Contact me.

Join TDU!

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210